



वेस्टर्न कोलफील्ड्स लिमिटेड

(भारत सरकार का उपक्रम)

Western Coalfields Limited

(A Govt. Of India Enterprise)

Regd. Office.: Coal Estate, Civil Lines, Nagpur - 440 001

पंजीकृत कार्यालय : कोल एस्टेट, सिविल लाइन्स, नागपुर - 440 001

Website : westerncoal.in

संदर्भ. संख्या.: वेकोलि/कार्मिक/Advisor (Excavation)/2026/2658

दिनांक: 14/8/26

WESTERN COALFIELDS LIMITED

Notification for engagement of 01 (one) full time Advisor (Excavation) on contractual basis at WCL

Western Coalfields Limited (A subsidiary of Coal India Limited) invites application for the engagement of **1 (one) full time Advisor (Excavation) on contractual basis**, for an initial period of one year from Retired official of E8/E9 Grade of Excavation discipline from Coal India Limited or its subsidiary companies, or equivalent executive from Public Sector Undertaking/autonomous organisation of Central/ State Government. The contract may be extended further subject to requirement and satisfactory performance as per the CIL's policy for availing the services of the retired CMD's/ Directors/ Sr. Level Executives etc as Full Time/Part Time Advisors as amended from time to time. **VRS** optees will not be considered.

The Eligibility criteria, Terms of Engagement, Benefits and other details are mentioned below:

Sl.	Particulars	Description
1.	Name of Post	Full Time Advisor (Excavation)
2.	No. of posts	01 (One)
3.	Nature of work	As Full Time Advisor (Excavation), services will be utilized for: i) Advise management on HEMM fleet planning, procurement strategy, and equipment deployment policies. ii) Assist in conclusion of contracts for Comprehensive Maintenance (CRAMC), operation and maintenance, and procurement of large-capacity HEMMs. iii) Provide expert guidance on optimization of HEMM availability, utilisation, departmental capacity utilization and OBR performance in line with production targets. iv). Recommend strategies for technology upgradation including introduction of battery-operated and electric mobility solutions, IoT-based monitoring, predictive maintenance, Surface Miners, and new technologies. v). Assist in resolving major operational and maintenance constraints at mine and workshop levels, including at Central Workshop (CWS), Tadali. vi). Advise on implementation of MoC / CVC / DoE / CIL guidelines on procurement and maintenance contracts. vii). Contribute to training and capacity building of departmental staff, including at the HEMM Training Institute, Durgapur. viii). Act as a change agent in implementing new schemes and projects related to mechanization, automation, and efficiency improvement in line with the CIL agenda for reforms and transformation. ix). Advise on survey-off and disposal of HEMMs and major assemblies in accordance with CIL survey-off norms. x). Provide strategic inputs on international best practices, equipment standards, and emerging technologies in mining mechanization.
4.	Maximum age limit for eligibility	Not more than 65 years during the Contract period.
5.	Minimum Educational Qualification	The candidate must be an Engineering Graduate in Mining Machinery/ Mechanical Engineering/Electrical Engineering. Post graduate Degree in the related field is preferable.
6.	Minimum Experience	Retired E8/E9 Grade executive of Excavation Discipline from CIL/Subsidiary companies or equivalent Public Sector Undertaking/autonomous organisation of Central/ State Government with experience in following works/jobs: i) Extensive work experience in HEMM maintenance & management for atleast 25 years in Opencast Mining Projects.

		ii) Leadership roles in policy-making at Corporate level/Head Quarters of CIL/ its subsidiaries/Any PSU in the capacity of Head of the department (Excavation/Mechanical) for a period of minimum 1 Year, with the experience of HEMM procurement and review of HEMM management.						
7.	Remuneration & other Benefits	(i) Consolidated Monthly Compensation /Honorarium: As per CIL's policy for availing services of the retired CMD's/Directors/Sr. Level Executives, etc. as full time/ part time Advisor. <table border="1"> <tr> <th>Grade of Retd. Executive & equivalent</th> <th>Compensation/Honorarium (Rs./month)</th> </tr> <tr> <td>Retired E-9 grade executive</td> <td>Rs. 1,50,000/-</td> </tr> <tr> <td>Retired E-8 grade executive</td> <td>Rs. 1,20,000/-</td> </tr> </table> The honorarium will be fixed on the basis of their last drawn pay scale and matching in to the equivalent grade of CIL. (ii) Conveyance Charges: Company shall provide Conveyance for Full-time Advisors as per availability. However, where conveyance is not provided, they shall be eligible for 5% of consolidated pay per month as conveyance charge. (iii) Accommodation Facility: Suitable company's accommodation shall be provided on availability. However, if company's accommodation is not available, a consolidated amount will be paid as per the CIL HRA Rules for X, Y and Z class of cities based on circular of DoE vide OM dated 07.07.2017. (iv) Re-imbursement for Mobile Telephones: Re-imbursement for the use of mobile telephones based on the actual bills or Rs. 1000/- per month whichever is less. (v) Medical, Leave & TA/DA shall be governed as per CIL's policy for availing the services of retired CMDs/Director's/ Sr. Level Executives etc as full time/ part time advisors.	Grade of Retd. Executive & equivalent	Compensation/Honorarium (Rs./month)	Retired E-9 grade executive	Rs. 1,50,000/-	Retired E-8 grade executive	Rs. 1,20,000/-
Grade of Retd. Executive & equivalent	Compensation/Honorarium (Rs./month)							
Retired E-9 grade executive	Rs. 1,50,000/-							
Retired E-8 grade executive	Rs. 1,20,000/-							
8.	Terms and conditions	a) The selected Advisor (Excavation) would be stationed at WCL (HQ), Nagpur and will report to Director (Technical/Operation), WCL. b) The engagement of Advisor (Excavation) shall be subject to Medical Fitness to be certified by Company's Medical officer. c) Notice period for termination of contract will be one month's notice or consolidated compensation amount from either side. d) The Advisor shall maintain all information /documents/materials gathered during the course of engagement in strict confidence. He/She shall not copy or make notes of such information/documents except in conjunction with the work for the Company and shall not divulge to anyone outside the Company or use any of the information/documents/materials gathered during the course of engagement for his own or anyone else's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/confidential information/documents of third parties received by them or the Company in the normal course of the engagement with the Company. The Advisor shall, while demitting the office, handover all information/documents/materials (in soft/hard format) under their possession, during the engagement period, to the concerned HoD. e) Vigilance/Departmental Clearance – The rules of promotion on the matter of vigilance/departmental/safety clearance shall hold good. f) Tax – In case payment of GST is required, the same shall be reimbursed on production of proof of such payment. g) Performance Review – The value addition by the Advisor will be reviewed on the parameters as mentioned in Nature of Work by the Management and on being found satisfactory, approval for further extension may be granted as provided under CIL's Policy. h) Joining on appointment – The advisor is required to join within 15 days of the offer of engagement or in exceptional circumstances, as approved by the concerned Functional Director. In the event of failure to join within the stipulated period, the offer of engagement shall stand withdrawn automatically.						

		i) Prohibition on other Full time engagement – Advisor shall not accept any full time appointment or post, whether advisory or administrative, in any other firm or company during the period of his/her engagement with CIL and its subsidiaries. j) Other Terms and Conditions will be as per CIL's policy in vogue.
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Interested candidates fulfilling the above criteria may submit their application in the format attached as Annexure-I along with following (self attested) documents by 31.08.2026.

1. Proof of Age (Matriculation certificate).
2. Superannuation notice.
3. Certificates of qualification.
4. Details of Experience with Certificate from relevant organization stating requisite experience.
5. Certificate of scale of pay.

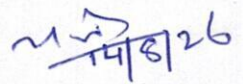
Cutoff date for the eligibility will be the date of notification.

The application in the prescribed format along with self attested copies of required documents should reach the office of Dy. GM (HR)/EE, Executive Establishment Department, Western Coalfields Limited, Civil Lines, Nagpur - 440001 (MS) by registered Post/Speed Post only.

The application should super scribe "Application for the post of Full Time Advisor (Excavation), WCL" on the envelope.

Following important points may also be noted:

1. Applications received after 31.08.2026, 5 PM will not be considered and company will not be responsible for any postal delay/lost in transit in submission on application within specified time.
2. WCL reserves the right to change the number of vacancies and cancel/restrict/modify/alter the engagement process, if required, without issuing any further notice or assigning any reason thereof. Any modification/amendments, if any, in the notification will be given in WCL website only.
3. All correspondence with the candidates shall be made as per his/her address/ email ID given in the application. However, important information will also be available at WCL's website.
4. WCL reserves the right to shortlist candidates for interview/ selection process for the post of Full Time Advisor (Excavation). No T.A will be paid to any candidate for appearing in interview/ selection process.



Dy. General Manager (HR/EE)
WCL HQ, Nagpur

Distribution:

1. The TS to Director (MP & IR), CIL
2. The TS to CMD, WCL
3. The TS to Director (Tech/OP)/ Director (Finance)/ Director (Tech/P&P)/ Director (HR), WCL
4. The General Manager (System), WCL HQ-With a request to upload the notification on WCL's website.
5. The GM (HR/EE)/HOD (HR/EE), CIL/MCL/NCL/ECL/BCCL/CCL/SECL/CMPDIL - For circulation in subsidiary company.
6. GM (System)/HOD (System), CIL/MCL/NCL/ECL/BCCL/CCL/SECL/CMPDIL with a request for uploading the notification on subsidiary website.
7. GM (Excavation), WCL

APPLICATION FORMAT**ANNEXURE – I****FOR THE POST OF FULL TIME ADVISOR (Excavation) in WESTERN COALFIELDS LIMITED, NAGPUR**

1. Name (in block letter):
2. Designation (at the time of retirement):
3. Father/Husband's Name:
4. Present address for communication:
5. Contact Number:
6. Email ID:
7. Permanent Address:
8. Caste Gen/SC/ST/OBC:
9. Date of Birth:
10. Date of Superannuation with
Superannuation Notice No.
11. Education Qualification :
12. Experience details:

PHOTO
(Self Attested)

S.No.	Name of Company/Dept. with details	Details of Posting (Design., place of posting)	Period of work		Nature of Work
			From	To	

13. Details of employment before superannuation:

Name of Organization/Deptt.	Address of Organization/ Deptt.	Last Post Held	Grade	Basic pay drawn with Grade Pay (where applicable)	Discipline	Period of last post held	Remarks

14. Special Achievement (if any):
15. Details of any Vigilance/Departmental/Safety/Court/Police case (if pending):
16. Any other information relevant to the post.

Declaration

I _____ (Name), hereby certify that the details furnished by me in point no. 1 to point no. 16 are true to the best of my knowledge and belief.

Signature of the candidate with date

List of Enclosure